



**Vacancy Announcement  
U.S. Embassy  
Monrovia, Liberia**

**ANNOUNCEMENT NUMBER: 15-14**

**OPEN TO:** ALL INTERESTED CANDIDATES  
(Current employees serving a probationary period are not eligible to apply)

**POSITION:** **Public Health Specialist (Health Management Information Systems- HMIS),  
FSN-11, FP-04\***

**OPENING DATE:** March 17, 2015

**CLOSING DATE:** March 30, 2015

**WORK HOURS:** Full-time; 40 hours/week

**SALARY:** \*\*Ordinarily Resident (OR): \$22,441.00 per annum starting salary (Position Grade: FSN-11)  
\*Not-Ordinarily Resident (NOR): FP-04 (to be confirmed by Washington)

**LENGTH OF HIRE: FIXED TERM NOT TO EXCEED TWO YEARS**

**NOTE: ALL NON-LIBERIAN APPLICANTS MUST HAVE THE REQUIRED WORK AND/OR RESIDENCY PERMITS ALLOWING WORK IN COUNTRY BEFORE BEING ELIGIBLE TO APPLY.**

The U.S. Embassy is seeking a qualified individual for the position of **Public Health Specialist (Health Management Information Systems- HMIS)** within the Centers for Disease Control and Prevention Office.

**BASIC FUNCTION OF POSITION:**

Job holder is a senior technical advisor responsible for Health Management Information Systems (HMIS) strengthening within the context of in-country Global Health Security (GHS)/Ebola and other infectious disease activities. Job holder provides technical oversight of the GHS data reporting requirements and development and strengthening of data, information systems and software that will improve data flow from the sub-national to the national level of the host country. To carry out this responsibility job holder provides the USG team, Ministry of Health, and other implementing partners technical recommendations and expertise in the design, development, improvement, and maintenance of information systems that strengthen health service effectiveness and efficiency. Both the advisory and managerial roles require HMIS technical expertise, results-oriented analysis, clear communication, advocacy, and close collaboration with implementing partners and donors.

## QUALIFICATIONS:

1. A Master's degree (or host country equivalent) in Public Health, Information Science, Health Information Management, Computer Science, Computer Engineering, or related Information Systems field is required.
2. A minimum of five years of progressively responsible, professional-level of experience in designing, developing, implementing and maintaining health data information systems to support and evaluate development or health-related program activities is required.
3. Level IV (fluent– speaking/reading/writing) in English is required.
4. The incumbent must possess a detailed knowledge of health delivery information systems, database development and management, hardware and software installation, planning for large scale information system implementation, health informatics systems, health information technology and applications in resource limited environments. The incumbent must have detailed knowledge of program evaluation strategies and techniques as well as the translation of evaluation data as it pertains to the improvement of program operations, guidelines and policies. High level of competency in managing data information systems on large scale health or disease prevention activities required. Working knowledge of the objectives and operations of the USG, or the program activities of other international donor organizations, is required. In-depth specialist knowledge of USG public health programs, strategies, methods, processes and techniques used to plan, develop, implement and evaluate results of public health disease programs is required. Good working knowledge of team management techniques to plan, organize and direct multi-disciplinary project teams and activities is required. Good working knowledge of overall administrative requirements, budgeting and fiscal management in support of contracts/cooperative agreements/grants/purchase requisitions is required.
5. Ability to analyze, understand and inform new health management information systems, health information and communications technology (ICT) program design, and implementation approaches is required. This includes application of public health informatics techniques and use of ICTs and methods for data collection, analysis, use, and reporting. Ability to design or modify sophisticated computer applications to meet data collection requirements is required. Strong oral and written communications skills are required to develop and maintain effective, sustainable working relationships with national and international working partners and to prepare required written reports. Strong leadership skills are required to lead results-driven project teams and workgroups. Ability to analyze, understand and discuss new program design, management and implementation approaches is required. This includes the development of survey indicators and monitoring systems, evaluation designs, use of reliable and valid instruments, field experience in data collection, and methods in data analysis. The incumbent will be expected to exercise considerable ingenuity and tact in applying guidelines to unique and different settings, as the work is highly complex and can be threatening to stakeholders. Considerable innovation will be required to influence other collaborative organizations engaged in Ebola M&E programs to adopt appropriate strategies for their program activities. Intermediate user level of word

processing, spreadsheets and databases is required. Strong skills in interpretation of program monitoring and evaluation data are required.

**A copy of the complete position description listing all duties and responsibilities is available in the Human Resources Office, (231) 776-777211)**

## **SELECTION PROCESS:**

When fully qualified, US Citizen Eligible Family Members (USEFMs) and US Veterans are given preference. Therefore, it is essential that the candidate specifically address the required qualifications above in the application.

## **ADDITIONAL SELECTION CRITERIA:**

1. Management will consider nepotism/conflict of interest, budget, and residency status in determining successful candidacy.
2. Current employees serving a probationary period are not eligible to apply.
3. Current Ordinarily Resident employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report are not eligible to apply.
4. Currently employed US Citizen EFMs who hold a Family Member Appointment (FMA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment.
5. Currently employed NORs hired under a Personal Services Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment unless currently hired into a position with a When Actually Employed (WAE) work schedule.

## **TO APPLY:**

Interested candidates for this position must submit the following for consideration of the application:

1. Universal Application for Employment (UAE) as a Locally Employed Staff or Family Member (DS-174); **or**
2. A combination of both; i.e. Sections 1 -24 of the UAE along with a listing of the applicant's work experience attached as a separate sheet; **or**
3. A current resume or curriculum vitae that provides the same information found on the UAE (*see section 3A below for more information*); **plus**
4. Candidates who claim US Veterans preference must provide a copy of their Form DD-214 with their application. Candidates who claim conditional US Veterans preference must submit documentation confirming eligibility for a conditional preference in hiring with their application.
5. Any other documentation (e.g., essays, certificates, awards) that addresses the qualification requirements of the position as listed above.

3A. If an applicant is submitting a resume or curriculum vitae, s/he must provide the following information equal to what is found on the UAE. **Failure to do so will result in an incomplete application:**

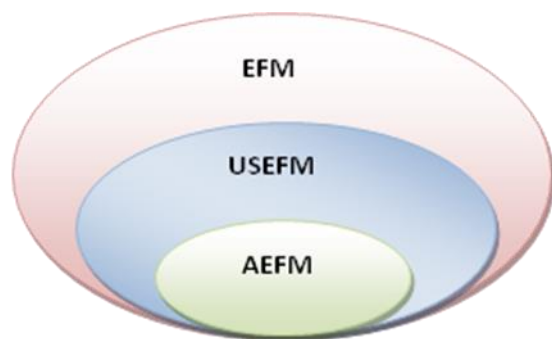
- A. Position Title
- B. Position Grade
- C. Vacancy Announcement Number (if known)
- D. Dates Available for Work
- E. First, Middle, & Last Names as well as any other names used
- F. Date and Place of Birth
- G. Current Address, Day, Evening, and Cell phone numbers
- H. U.S. Citizenship Status (Yes or No) & status of permanent U.S. Resident (Yes or No; if yes, provide number)
- I. U.S. Social Security Number and/or Identification Number
- J. Eligibility to work in the country (Yes or No)
- K. Special Accommodations the Mission needs to provide
- L. If applying for position that includes driving a U.S. Government vehicle, Driver's License Class/Type
- M. Days available to work
- N. List any relatives or members of your household that work for the U.S. Government (include their Name, Relationship, & Agency, Position, Location)
- O. U.S. Eligible Family Member and Veterans Hiring Preference
- P. Education
- Q. License, Skills, Training, Membership, & Recognition
- R. Language Skills
- S. Work Experience
- T. References

SUBMIT APPLICATION TO:

Human Resources Office  
Attention: **Public Health Specialist**  
American Embassy  
P. O. Box 98  
1000 Monrovia 10 Liberia  
Or Email to [Monrovia-Recruitment-DL@state.gov](mailto:Monrovia-Recruitment-DL@state.gov)

***Drop in application box at Gate #3 the old compound. The Universal Application Form (DS-174) can be picked up at Gate 3 or the Human Resources Office (for employees only) or accessed on line.***

## DEFINITIONS



This diagram demonstrates how an Appointment Eligible Family Member (AEFM) is also a US-citizen Eligible Family Member (USEFM) as well as an Eligible Family Member (EFM).

1. **Eligible Family Member (EFM):** An individual related to a US Government employee in one of the following ways:

- Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#));
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term shall include, in addition to natural offspring, stepchildren and adopted children and those under legal guardianship of the employee or the spouse when such children are expected to be under such legal guardianship until they reach 21 years of age and when dependent upon and normally residing with the guardian;
- Parent (including stepparents and legally adoptive parents) of the employee or of the spouse, when such parent is at least 51 percent dependent on the employee for support;
- Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, or of the spouse, when such sibling is at least 51 percent dependent on the employee for support, unmarried, and under 21 years of age, or regardless of age, incapable of self-support.

2. **US Citizen Eligible Family Member (USEFM):** For purposes of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:

- US Citizen; and,
- EFM (see above) at least 18 years old; and,
- Listed on the travel orders of a direct-hire Foreign, Civil, or uniformed service member assigned to or stationed abroad with a USG agency that is under COM authority, or at an office of the American Institute in Taiwan; and either:
  - Resides at the sponsoring employee's or uniformed service member's post of assignment abroad or at an office of the American Institute in Taiwan; or
  - Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2.

3. **Appointment Eligible Family Member (AEFM):** EFM (see above) eligible for a Family Member Appointment for purposes of Mission employment:

- Is a U.S. citizen; and
- Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#)) or a child of the sponsoring employee who is unmarried and at least 18 years old; and
- Is listed on the travel orders or approved Form [OF-126](#), Foreign Service Residence and Dependency Report, of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil

Service, or uniformed service member who is permanently assigned to or stationed abroad at a U.S. mission, or at an office of the American Institute in Taiwan (AIT), and who is under chief of mission authority; and

- Is residing at the sponsoring employee's post of assignment abroad or, as appropriate, office of the American Institute in Taiwan.
- Does not receive a Foreign Service or Civil Service annuity

4. **Member of Household (MOH):** An individual who accompanies a direct-hire Foreign, Civil, or uniformed service member permanently assigned or stationed at a U.S. Foreign Service post or establishment abroad, or at an office of the American Institute in Taiwan. An MOH is:

- Not an EFM; and,
- Not on the travel orders of the sponsoring employee; and,
- Has been officially declared by the sponsoring USG employee to the COM as part of his/her household.

A MOH is under COM authority and may include a parent, unmarried partner, other relative or adult child who falls outside the Department's current legal and statutory definition of family member. A MOH does not have to be a US Citizen.

5. **Not Ordinarily Resident (NOR)** – An individual who:

- Is not a citizen of the host country; and,
- Does not ordinarily reside (*OR*, see below) in the host country; and,
- Is not subject to host country employment and tax laws; and,
- Has a US Social Security Number (SSN).

NOR employees are compensated under a GS or FS salary schedule, not under the LCP.

6. **Ordinarily Resident (OR)** – A Foreign National or US citizen who:

- Is locally resident; and,
- Has legal, permanent resident status within the host country; and,
- Is subject to host country employment and tax laws.

EFMs without US Social Security Numbers are also OR. All OR employees, including US citizens, are compensated in accordance with the Local Compensation Plan (LCP).

**CLOSING DATE FOR THIS POSITION: (March 30, 2015)**

*The US Mission in Monrovia provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.*

*The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.*

Drafted: HRA: MBHarris

Cleared: HRO: ASHirsch

Cleared: CDC: GWilliams

Cleared: A/FMO: RDAcuff

Approved: MGT: RDAcuff

[Signed copy with HR Office]